

The Official USU Newsletter

the pulse

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Photo by Sharon Willis

On the cover

The USU's Human Performance Resource Center supports total force fitness through initiatives and information-sharing. See page 5 for HPRC's latest Health Tips column.



USU says goodbye to finance officer

by Staff Sgt. Matthew Rosine



Photo by Staff Sgt. Matthew Rosine

Jim Wolff

After more than two decades of innovative and dedicated service, USU bid a fond farewell recently to a finance department icon.

Jim Wolff, the USU financial services officer, retired from the University after more than 25 years of service.

"The nicest thing about being here, and something I know I'll miss, is the people I got to work with," Wolff said. "The people here enjoy their work and are happy to be here. You just don't find that outside these walls."

"I got here as a technical sergeant in May of 1982," Wolff said. "Of course, financial operations were really different then."

At that time, all travel for the USU was handled by Bolling Air Force Base, D.C. Almost all financial paperwork was done by hand; there was no College and University Financial Systems (CUFS) program and the Henry M. Jackson Foundation was a two-person shop on USU's ground floor.

Tech Sgt. Wolff's initial stay at USU was from 1982 to 1985. Following a four-year tour of duty in Holland, he returned to the USU in 1989.

By 1989, the USU had upgraded its financial system to the CUFS initiative.

"When I came back to the USU several things had been updated," said

"The best thing about my time here is that I was able to help the University operate more efficiently, improve departmental customer service and upgrade the quality services we offer our customers."

Mr. Wolff. "But, it wasn't too difficult of a transition for me because the finance model here was modeled after the Air Force's finance model."

He returned to the USU as Master Sergeant and as the senior NCO financial services officer in 1991, continuing in that role until 1994 when he retired from the Air Force. But, Mr. Wolff didn't leave his USU home. Upon retirement he immediately returned to his "old" office as a civilian where he has been ever since.

"We have grown in incredible ways here," Wolff said. "Back in the early days, there was no grant award program. There was no Graduate School of Nursing. It is just amazing how we have grown."

In 1995, Wolff also helped transition in the USU Government Travel Card program, the DAI system and dozens of other innovations.

"The best thing about my time here is that I was able to help the University operate more efficiently, improve departmental customer service and upgrade the quality services we offer our customers," Wolff said. "But for me it has always been about the people. Every one here is a friend and I can't think of a better assignment."

Prospective students receive insider's view

by Ken Frager

The USU chapter of the Student National Medical Association (SNMA) hosted the organization's quarterly business meeting in conjunction with an undergraduate open house recently, welcoming more than 20 prospective students from the mid-Atlantic onto the campus. Students from Norfolk State University in Virginia, University of Maryland Baltimore County, Howard University and Towson University, among others, were mentored and informed by some of USU's finest medical students during the full-day program. Included in the activities was a panel discussion about military medical education, how to prepare for medical school, and strategies for MCAT success.

"Hosting these students allows us to 'touch' them on our own turf, where we have their attention and already have their interest," said Navy Capt. (Dr.) Margaret Calloway. "We can establish a relationship with them that benefits us even if they choose other means of pursuing

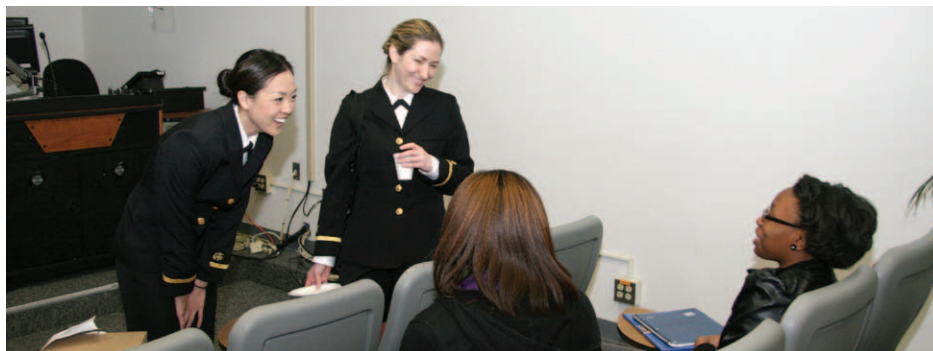


Photo by Ken Frager

Second-year medical students Ens. Christine Soohoo (PHS) and Ens. Camille Costan-Toth (Navy) answer questions from some of the visiting prospective students.

a military medical education like the Health Professions Scholarship Program."

Dr. Yvonne Renee (Lee) Bright (SoM '89) spoke to the students about her experiences at USU, along with her Navy medicine career, reminding attendees that they had the opportunity to not only gain an incredibly valuable education, but to give something back to their country and community. "My military career ended almost a decade ago, which allowed me to pursue private practice near my family in Southern Maryland. I

don't regret even for a day the path that I have followed," said Dr. Bright.

The SNMA was founded in 1964 by students at Howard University College of Medicine and Meharry Medical College. According to the SNMA website, it is the oldest and largest student organization representing the needs and interests of medical students of color. Today there are more than 6,000 members nationwide. The USU chapter hopes to make the open house an annual event.

MedXellence provides one-of-a-kind opportunity for medical leaders

by Staff Sgt. Matthew Rosine and Ken Frager

The United States Congress in 1993, through a Tri-Service study group called the Joint Medical Executive Skills Development Group, established the "40 competencies," skills deemed essential for successful performance as commander of a military medical treatment facility (MTF). The need to teach these competencies was the basis for establishing USU's MedXellence program in 1994.

MedXellence is an actively managed course with a continuously updated curriculum. "We take real-life situations, turn them into unfolding case studies and build upon the existing skills and experiences of participants to formulate workable solutions to different scenarios," said Galen Barbour, MD, director of the Health Services Administration program in the USU Department of Preventive Medicine and Biometrics, under which the MedXellence program falls.

"We provide structured tools, concepts and strategies to help ensure success for MTF and MHS leaders," said Dr. Barbour. "Over the course of our development we have restructured and updated not just our curriculum, but the way we get information out to participants." Courses are offered five times each year at Armed Forces Recreation Centers around the world. While there is no tuition for attending, the student's command is required to fund travel and per diem expenses.

The MedXellence course uses inter-related modules that emphasize learning through web-based course pre-work, classroom lectures, workshops, an interwoven case study and small group educational activities.

The five-day course is intended for senior MHS executives typically from the O-4/O-6 ranks. The hands-on interactive

nature of the course make the participants' own experiences critical to the learning process. Students are expected to exercise leadership, actively participate in course discussions and provide mentorship and followership skills.

"We keep up to date with modern technological advances and many of the people teaching this course are involved in the overall strategic planning of the MHS," Dr. Barbour said. "Our students hear information from those who lived it. They gain a real understanding of leadership and success, and they graduate as problem solvers."

The next MedXellence program will be held April 3 - 8 in Lake Buena Vista, Fla. Prospective students are encouraged to make arrangements to attend the course as soon as possible. Applications can be submitted online at <http://medxellence.usuhs.mil>.

Alumni fill interim leadership roles

by MC1 Chad Hallford and Ken Frager



Photo by Thomas Balfour

Navy Cmdr. (Dr.) Patricia McKay

While the USU Norman M. Rich Department of Surgery reviews applicants to fill the department chair left vacant with the passing of Army Col. (Dr.) David Burris in late 2010, Navy Cmdr. (Dr.) Patricia McKay (SoM '93) has stepped away from the School of Medicine Commandant post to serve in an interim role. Another USU graduate, Navy Cmdr. (Dr.) Lisa Pearce (SoM '91), from the Department of Preventive Medicine and Biometrics, fills in as interim School of Medicine Commandant.

"As department chair, my responsibilities are different," said Cmdr. McKay. "While student education is the primary mission, research also is a major focus. And while as Commandant I interacted with the entire student population, my focus now is predominantly with students who are considering a career in surgery."

According to Cmdr. McKay, the new permanent chair will have the opportunity to build on the strong foundation created by the past surgery chairs, Dr. Norman Rich (1977-2002) and Dr. Burris (2002-2010). "The department has a wonderful staff of clinical and research personnel who are eager to meet the challenges of curriculum reform and continue the USU mission," said Cmdr. McKay.

"For me personally, this has been a wonderful opportunity to learn more



Photo by Thomas Balfour

Navy Cmdr. (Dr.) Lisa Pearce

about operations behind the scenes. As a former medical student and as commandant, there are many aspects of the University for which I did not have an understanding. As a clinical chair, I have the privilege to facilitate the development of our students, those interested in a career in surgery and those who pass through surgery as part of their overall training. Furthermore, I have had the opportunity to witness and add to the tremendous research endeavors being undertaken here," said McKay.

"The most important obstacle as an interim chair is remembering that I will be turning over the department to another chair sometime in the near future. I really have to consider carefully the direction we take and be sure that we move forward in a way that will make the transition to a new, permanent chair smooth."

As interim commandant, Cmdr. Pearce faces her own challenges. "The greatest challenge thus far has been getting to know the students. I am outnumbered about 600 to 1. More than providing them an example of great leadership, I am responsible for providing guidance. This requires me to become more personalized, and involved in knowing my students. I am excited to shape the future of military medicine and be a positive influence for these up and coming medical leaders," said Cmdr. Pearce.

The Pulse Spotlight



Photo by Staff Sgt. Matthew Rosine

Name:

Verna M. Hill

Duty title:

Supervisory Financial Management Analyst for the Budget Division in Financial and Manpower Management.

How long have you been at the USU?

I came to USU in February 1989. I started as a Manpower Technician for the Henry M. Jackson Foundation. I became a Federal employee in 1991. It is hard to believe that 22 years have passed so quickly.

What brought you to USU?

I had a friend that worked in Civilian Human Resources and she mentioned to me that Financial and Manpower Management was in the process of hiring another position in Budget. I had always worked for private industry, so I was a little scared. Things went very well.

What is your favorite part of the USU?

At USU you get to meet lots of nice and wonderful people. Some I have talked to on the telephone many times but have never met. They are more than happy to help if you need information or assistance. You just need to ask the right questions. USU has been great to me. I want to say thank you to everyone!

What would you pass on to people new to the USU?

USU is a wonderful place to work. The location is great and it has lovely landscaping. When you come here do the best job that you can and enjoy each day.

USU Navy Company Commander among honorees for leadership award

by Ken Frager



Photo by Ken Frager

Navy Cmdr. René Hernandez teaches part of the cold water survival course for first-year medical students.

Navy Cmdr. René Hernandez was among the three finalists for the 2011 Joy Bright Hancock Leadership (JBH) Award senior officer category, which annually honors the visionary leadership of service members whose ideals and dedication foster a positive working environment for reinforcing and furthering the integration of women into the Navy.

"We all know Cmdr. Hernandez as an extremely well-respected and highly-regarded military officer and role model," said Navy Capt. (Dr.) Tanis Batsel Stewart, USU Brigade Commander. "With more than 90 nominees originally submitted, it is rewarding to know the panel reviewing these award packages recognized the same strengths, deliberating over the three finalists for a full week before selecting the winner."

"I was completely blown away and humbled when I found out that I had been nominated," said Cmdr. Hernandez. "And to find out that the person nominating me was one of our medical students, Navy Ensign Jeffrey Fennelly, made it even that much more meaningful. I am very honored to have been nominated and the fact that I was considered among the select in the Navy certainly is appreciated."

According to Ensign Fennelly, Cmdr. Hernandez is one of those people who performs her job so well and so smoothly, while garnering little praise or attention, who is very deserving of this recognition.

"When I first read about the award in a Navy-wide message in December, I knew Cmdr. Hernandez would be perfect for it," said Ensign Fennelly. "She is the leader of approximately 60 female medical students -- most with no prior Navy experience. Because she is such a humble, mild-mannered leader, few people know of her Ph.D. in Neuroscience or her membership in the Women Diver's Hall of Fame. It was a real privilege to get to know Dr. Hernandez and her career better. Like most people in the Undersea Medicine community, she 'flies below the radar' and deserves to be recognized for an excellent career. I hope she gets nominated (and wins) next year!"

Established in 1987, the Joy Bright Hancock Leadership Awards recognize inspirational leadership of Navy service members on active or reserve duty. The JBH Awards are co-sponsored by the Sea Service Leadership Association (SSLA) and the Military Officers Association of America (MOAA).

HPRC Health Tips

The Human Performance Resource Center Health Tips is a new column intended to provide the USU community with information to help develop and maintain a healthy lifestyle. Check out the HPRC website at: <http://humanperformanceresourcecenter.org>.

Make a plan to accomplish your goals

Like many others, as the New Year's ball dropped, you probably made promises that this will be the year of self-improvement and that this will be the year you succeed. Then May arrives, and you are still at square one with your resolution.

It's easy to make a resolution, and much harder to stick to it. Like with many things, making a plan may be the best bet. The old adage rings true: "Those that fail to plan, plan to fail."

Be realistic. Be honest with yourself. Push yourself, but don't make your goal so difficult that you give up early on. Start with something that you can stick with, be consistent, and gradually move on to something more challenging.

Be specific. Try establishing something you can quantify or check off each day. No matter if your goal is something small or something grand, account for all efforts made towards the larger goal.

Write everything down. Make note of the good and not-so-good days. Writing things down reminds you that you're on a mission and are actively pursuing it. It can also help you identify areas where you may need help.

Post for all to see. Place this plan where it is easily visible so you don't forget that you're pursuing a goal and where others who are close to you can see it. That way they can support you and hold you accountable for your actions.

Ori takes senior employee honors to Southwest campus

by Staff Sgt. Matthew Rosine

Leeann Ori, the administrative officer in the Office of the Senior Vice President for University Programs (Southern Region), located in San Antonio, was named Senior Employee of the Quarter.

"Leeann consistently has provided selfless service and tireless efforts in support of the many ordinary and extraordinary activities of USU's southern site," said retired Maj. Gen. Patrick Sculley, DDS, MA, Senior Vice President for University Programs. "At the same time, her contributions in support of the Bethesda campus allow us to operate in a very cohesive manner."

Mrs. Ori, who began her USU career in the External Affairs office in Bethesda, has been with the southern office for 19 months. A diligent professional, her value to the USU is seen in her support for a myriad of important programs.

She recently supported the USU Board of Regents (BoR) off-site held in San Antonio, planning and coordinating tours and briefings between 12 different major Department of Defense



Courtesy Photo

health activities, including the Center for Battlefield Health and Trauma, the Institute for Surgical Research and the Center for the Intrepid. In the process, Mrs. Ori orchestrated the participation of six different flag officers, two SES leaders and a wide variety of senior staff officers.

Additionally, Mrs. Ori maintained the highest professional standards in her continuing efforts impacting the new Air Force and Navy Postgraduate Dental Schools. Specifically, she

coordinated with senior leaders to facilitate and process the faculty appointments in accordance with sensitive BoR timelines. Mrs. Ori also has assisted the Army Dental Graduate Education Advisor in developing the documentation supporting the establishment of the Army Postgraduate Dental School.

Mrs. Ori serves as a subject matter expert concerning the Defense Travel System and travel management for the BoR's academic subcommittee. Additionally she serves as a liaison for the University at the largest health education recruitment conference in the state of Texas, known as the "Texas Swing."

"In every endeavor, Ms. Ori's attention to detail, professional demeanor and engaging personality allow her to represent the University in the very best manner," said Maj. Gen. Sculley. "She is a most positive reflection on this office and the University and I personally couldn't be more pleased with her selection."

Editors Note: There were no junior employees nominated during this period.

Telework support defined

by Dennis Stutz

Recently there have been many requests for additional university-provided laptops for the sole purpose of supporting telework plans. The Office of the CIO is a strong supporter of telework and continues to work to improve USU telework capabilities to the greatest extent possible, e.g. VPN upgrades, migration of various applications to online environments, and the introduction of laptops as part of the University's standard computer hardware configurations. Faculty and staff who opted for laptops and were approved by their department chairs during the last two hardware refresh cycles probably already have all of the equipment on-hand to support a telework plan. Those that

opted for or were only approved for desktops may not have all of the equipment required. Unfortunately, the Office of the CIO is not funded to replace existing desktops that are not at end of life (EOL) with new laptops in order to accommodate a change of telework status. Desktops are replaced approximately every 4 years and anyone with a desktop serial number beginning with 0407M (about 300 users) is scheduled to have their system replaced in the April/May 2011 timeframe. Please use this opportunity to assess your individual telework requirements.

In light of new legislation and DoD emphasis on encouraging telework, the Office of the CIO will work with

the University administration on interim steps and a POM-14 proposal for an increase in laptop purchases to expand telework options even further. In the meantime, the following URL (<http://www.usuhs.mil/helpdesk/policies.html>) is where you can find a summary of provided USU telework support.

The OCIO will continue to provide updates and notification of changes to the university community. If you have any problems, Mr. Dennis Stutz, Director, Customer Service, is acting as an ombudsman to help communicate issues. He can be contacted at (301) 295-9560 or dstutz@usuhs.mil.

Briefs

Inclement weather policy

During the upcoming winter season, USU will remain open for business except for certain situations such as inclement weather.

If the operating status of the University changes, it will be updated on the University's home page, www.usuhs.mil.

This page will be updated immediately if the operating status changes.

In addition to the Web page, a broadcast to the USU community via email and recorded phone message will be available.

To access this information by phone, call (301) 295-3039.

In some cases, such as inclement weather, USU's status will be made available via television. All USU students, military, faculty and essential personnel are encouraged to check to the University's Web site regularly to stay aware of the current operating procedures.

Using Computer Resources

Security incidents continue to be a drain to limited USU Information Assurance manpower. The following highlight current DoD policy and best practices:

Personnel must not install self-coded or non-licensed software on network resources; add, remove, configure, or attempt to modify USU computer operating systems or programs; move audio/visual or network cables, computers or attempt to connect personal computers to the network including MDL and lecture hall spaces; connect personal devices except for those previously authorized by NOC; download pornographic material and store or display offensive material, such as racist literature, sexually harassing or obscene language or material; store or process classified information on any USU system.

Personnel must not permit unauthorized individuals access to a government-owned or government-operated system or program; access online gambling, games and social engineering sites, dates or times.

Helpdesk Closure

The NOC helpdesk is closed for training on Thursdays from 10 to 11 a.m.

During this time, you can leave a voicemail message at 295-9800, utilize the HEAT Self Service (<http://www.usuhs.mil/uis/forms/trouble.html>), or email help@usuhs.mil.

If an emergency should arise, please call 295-9870.

Exercise/Fitness Areas

Physical Fitness training should be conducted in designated areas.

The only authorized space for PT within the university is room G060.

The campus' Student Community Lounge area is also authorized, but only during specified PFT dates or times.

Professional activities

The Department of Defense and USU policy requires that all employees, both military and civilian, receive approval for engaging in any activity outside their work environment, which involves their professional expertise or government occupation, and involves compensation.

This approval is required prior to engaging in the activity.

In order to get approval, any employee can complete a USU Form 1004. This completed form must be approved and signed by each department chair or activity head.

These forms are available in the General Counsel's office or online at the USU OGC Web site.

Completed forms must be turned in to the General Counsel's office. The form will be routed to the appropriate dean, brigade commander or USU president.

Once processing is completed, a copy of the approved form will be returned to the employee for the employee's records.

ESC meetings

The Enlisted Social Committee holds its monthly meetings on the first Tuesday of every month.

Meetings are held at 9:30 a.m. in the cafeteria's small dining room.

Being a part of the ESC is an excellent way for USU enlisted personnel to actively pursue volunteer opportunities at USU.

Funding Applications

The USU Merit Review Committee is accepting applications for the fiscal year 2012 USU Intramural Research Funding.

Applications may be submitted for Pilot, Standard and Exploratory grant funding. New or revised applications will be accepted. Competing continuations are no longer funded. These applications are for basic, clinical or behavioral research.

Projects will be evaluated for demonstrated relevance to military concerns and/or are specific to the USU mission.

Eligibility for funding from the University's intramural program is restricted to USU-billeted civilian and uniformed faculty members with full, associate or assistant professor titles.

Late applications will not be accepted and incomplete applications will not be reviewed.

Applications must be submitted by June 17, 2011.

For additional information: <http://www.usuhs.mil/research/intramuralfunds.html> or contact the Office of Research at (301) 295-3303.



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